

FIG. 1

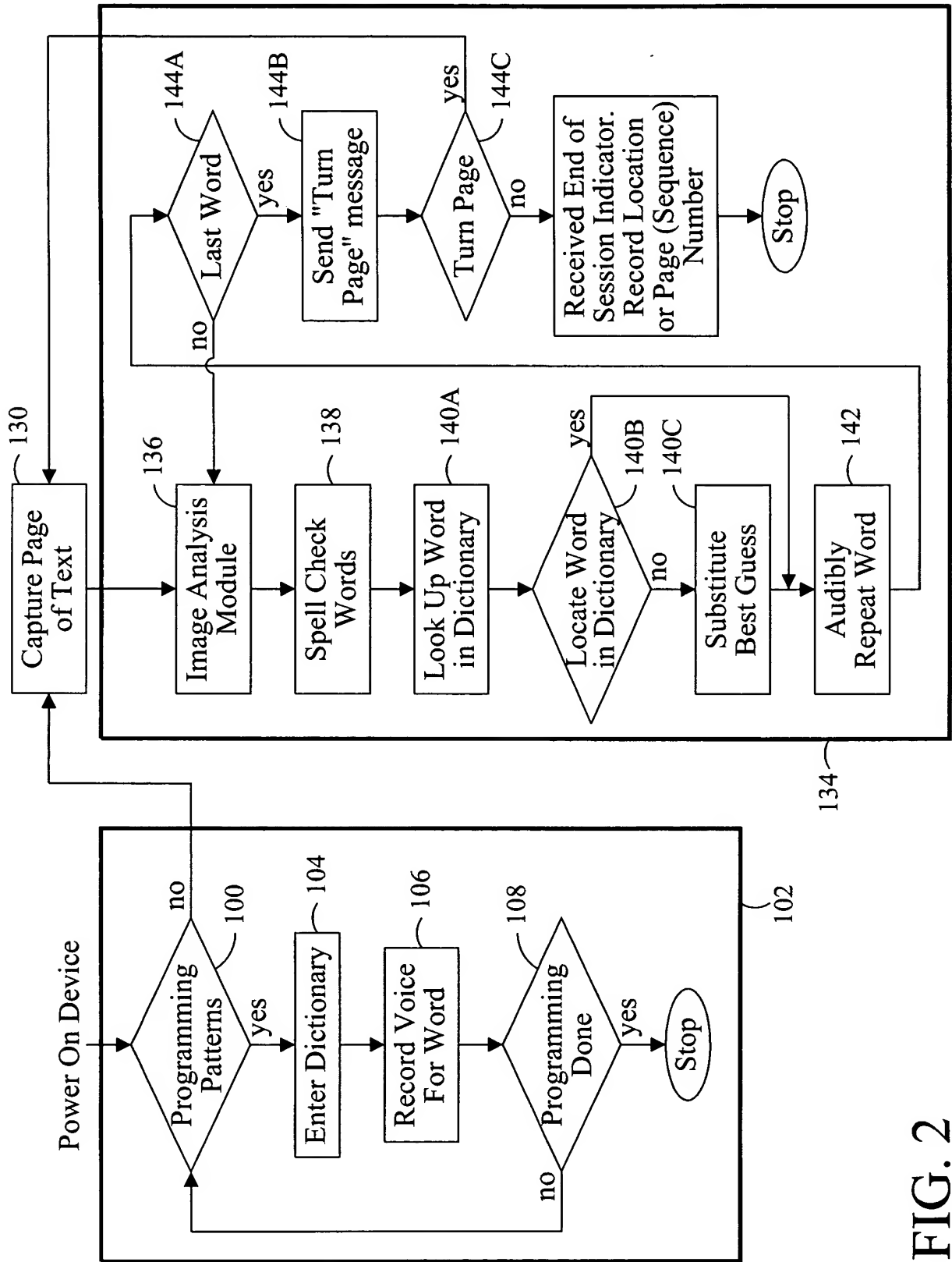


FIG. 2

Drawings - Sheet 3 of 6
Invention: TEXT TO SPEECH CONVERSION SYSTEM
Applicant: Levin, et al.
Concurrently
Docket No. 7146,0173
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work of social groupings that people form. Secret societies to professional/trade associations are very group oriented and create for every conceivable type of activity. Other social groupings avoid such organizing.

Culture prevents and cures disease or illness, or accidents. The concepts of health and whole-ness differ by culture. Some countries have government health care, others like India have few government health facilities. Britain has a system of socialized medicine. A major transition in its health care and delivery is an emphasis on holistic health and Eastern treat-

ways in which a people socialize, or use their leisure. Considered play in one culture may be viewed as work in another. In some cultures "sport" has considerable political significance, while in still others, it is solely for enjoyment, while in still others, it is for entertainment, such as a form of folk dancing.

Principal ones that might be examined by a person in a particular culture. They offer an orderly approach to minority cultural groupings. For business people in foreign culture, such information and insight could be of profit and loss.

Other systems that could be analyzed within a cultural management systems. Hay Associates of Philadelphia, a consulting group, advises its clients that what may be important in attracting, motivating, and retaining managers in subsidiaries abroad. For purposes of human resource management, suggest examination of overseas enterprises in the culture or systems of organization—the *bureaucratic*, *managerial*. Table 8-1 provides a summary of the Hay Associates' job designs, decision-making, control, compensation and career development. It can be used for systematic human resource management of foreign entities. Apply the paradigm for examination of employee value abroad, for in-country evaluation of the effectiveness of policies and programs, local management's readiness. Consultants have found the model useful for understanding overseas subsidiaries, so that American human resource is adapted.

FIG. 3

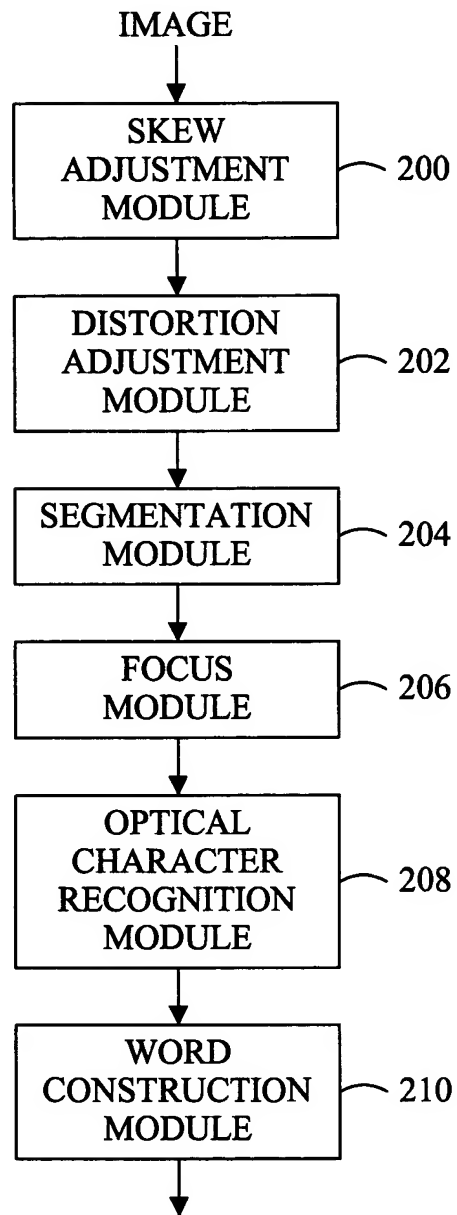


FIG. 4

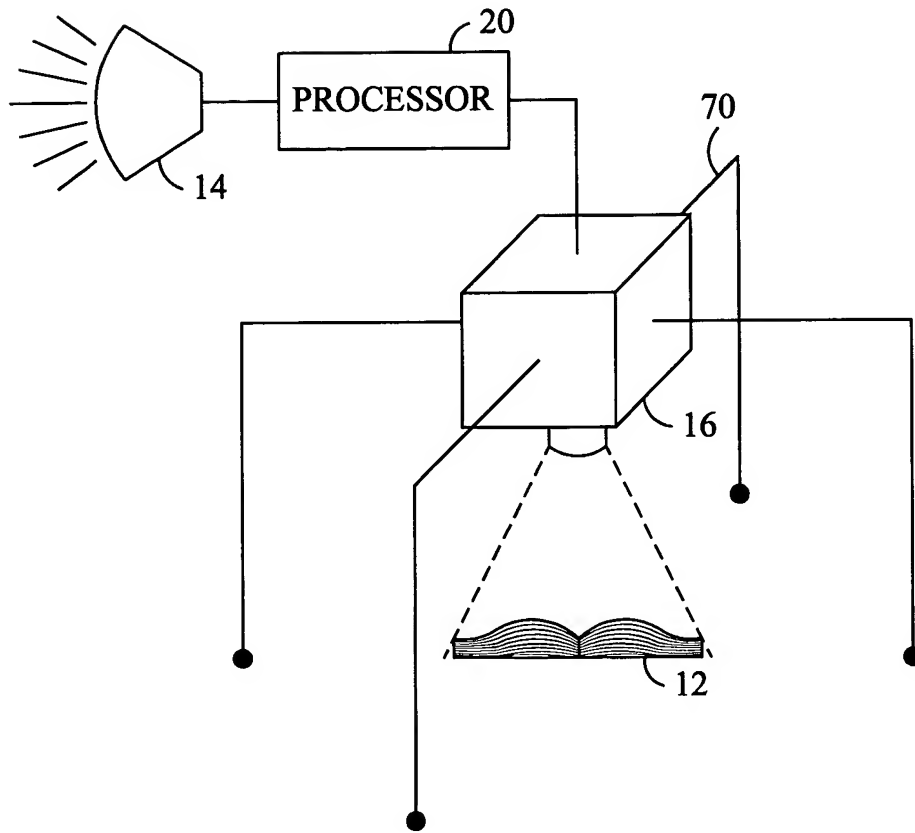


FIG. 5

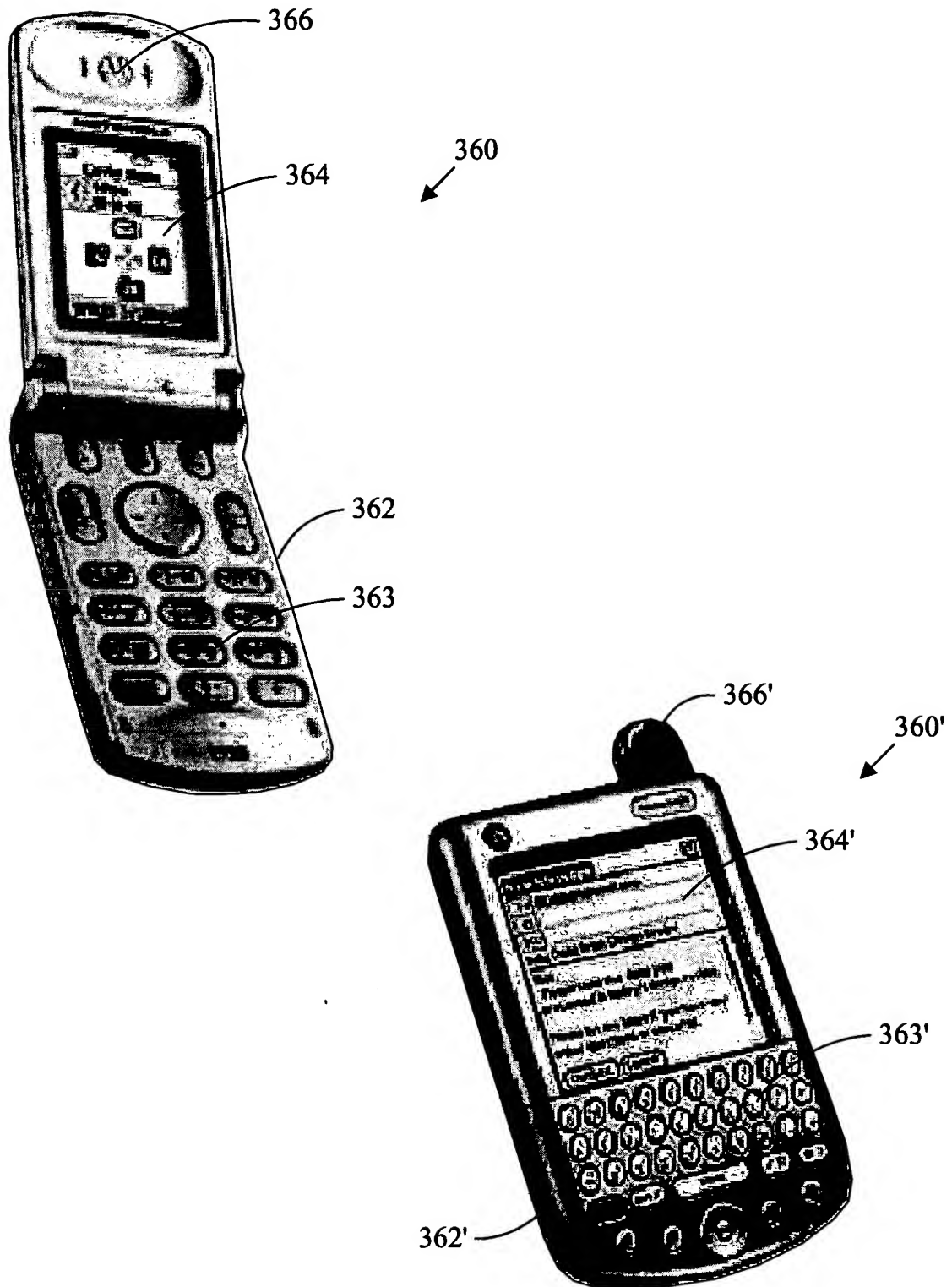


FIG. 6